

## NatPaCT PCT Competency Framework *Pilot* Self Assessment Workbook for Competency

# 5. Partnership

*This workbook contains*

- **Summary** of Competencies and Tasks under this Competency
- **Scorecard** of Detailed Descriptors and Demonstrators under each Task.  
*Descriptors* break down the Task into manageable pieces  
*Demonstrators* are the measures and indicators that enable you to test how well the PCT is doing.

We suggest this method of scoring your PCT's competence

- red            urgent attention needed
- amber        some work needed
- green         doing well.

- **Tally Sheets**  
Use these to draw up lists of your red, amber and green scores.
- **Summary Sheet**  
Use this to summarise your scores under each Task.

N M  
H V

= **New Competencies to support Nursing, Midwifery and Health Visiting**

## Help us to help you.

- Get Updates of the Framework
- Share experience with other PCTs
- Find out about relevant Organisational Development Resources through the National Primary and Care Trust Development Programme website
- **[www.natpact.nhs.uk](http://www.natpact.nhs.uk)**

## Give us feedback

This is a pilot workbook. We welcome your comments on how useful

- this format is to you.
- an electronic version would be.

Suggestions for alternatives, improvements, refinements or additional features are all welcome.

Please send them to

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## The PCT Competency Framework

1. Organisational Maturity

2. Primary Care

3. Service Provision

4. Securing Service Delivery

### 5. Partnership

5.1 Joint development

5.2 Joint planning arrangements incl.JIP

5.3 Joint working

5.4 Added value of voluntary sector

5.5 Integrated service provision

5.6 Active partnership with local authority

5.7 Exploiting external funding opportunities

5.8 Best Value reviews

5.9 Health Act flexibilities

5.10 Private sector partnership

5.11 Education

5.12 Sports and leisure

5.13 Pharmaceutical industry

5.14 The PCT enables and empowers the Nursing, Midwifery & Health Visiting workforce to work across organisational and professional boundaries to plan and deliver effective care and public health programmes

N M  
H V

6. Health Improvement

7. Community Engagement

8. Clinical Quality

9. Workforce

			<b>SCORE</b>
red	amber	green	<b>5. PARTNERSHIP</b>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<b>5.1 Joint development</b>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<b>5.1.1 The PCT will bring a patient and user focus to the re-engineering of services.</b>
		<input type="checkbox"/>	<input type="checkbox"/> The PCT can demonstrate how appropriate services show use of Health Act flexibilities and well-being powers to maximize the impact of services for health improvement.
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<b>5.1.2 The PCT will seek out opportunities for commonly shared services to be maintained or developed.</b>
		<input type="checkbox"/>	<input type="checkbox"/> Evidence of Shared Services can be demonstrated.
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<b>5.2 Joint planning arrangements incl.JIP</b>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<b>5.2.1 The PCT has an effective mechanism for jointly establishing PSA targets with other providers that tackle the needs of the communities and localities it serves.</b>
		<input type="checkbox"/>	<input type="checkbox"/> The PCT can demonstrate effective relationships with a range of other agencies and service providers.
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<b>5.2.2 The PCT seeks to pool budgets for appropriate services to underpin integrated service delivery.</b>
		<input type="checkbox"/>	<input type="checkbox"/> Evidence of spot testing and regular audits of pathways of care. The role of service users and patients is maximised.
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<b>5.3 Joint working</b>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<b>5.3.1 The PCT has an established framework to develop integrated care pathways on a multi-agency basis.</b>
		<input type="checkbox"/>	<input type="checkbox"/> Integrated care pathways established in priority areas with identifiable improvement in service quality and efficiency.
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<b>5.3.2 Where appropriate, the PCT has developed shared teams and services to meet joint objectives; For example - Service promotions and communications; Human Resources</b>
		<input type="checkbox"/>	<input type="checkbox"/> Evidence of Shared Service developments with collegiate PCT partners, other NHS Trusts and / or other local agencies.
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<b>5.4 Added value of voluntary sector</b>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<b>5.4.1 The Voluntary Sector is closely involved in partnership with the PCT in planning, implementing and reviewing its activities.</b>
		<input type="checkbox"/>	<input type="checkbox"/> Demonstrated by Voluntary Sector inclusion in PCT meetings, minutes and decision-

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			<b>SCORE</b>
red	amber	green	<p><b>5. PARTNERSHIP</b></p> <p>making.</p> <p><input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <b>5.4.2 The Voluntary Sector is meaningfully supported in its roles by the PCT and where appropriate services are commissioned.</b></p> <p><input type="checkbox"/> The PCT can evidence support for the development of services provided by the Voluntary Sector to complement, enhance and deliver a range of services.</p> <p><input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <b>5.4.3 The PCT will support the development and capacity of the voluntary sector to meet shared objectives.</b></p> <p><input type="checkbox"/> The PCT can demonstrate support for the development of local capacity in the Voluntary Sector for engagement, community development, neighbourhood renewal, service planning etc.</p> <p><input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <b>5.5 Integrated service provision</b></p> <p><input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <b>5.5.1 Action plans for NSFs developed on a multi-agency basis</b></p> <p><input type="checkbox"/> PCT can evidence achievements against all targets.</p> <p><input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <b>5.5.2 PCT plans and services will reflect a concern to be focussed on the service user or patient.</b></p> <p><input type="checkbox"/> The PCT can evidence audit of patient experience(s) on a regular basis and be reflected in PCT Annual Reports.</p> <p><input type="checkbox"/> Multi-agency front-line staff involved in service development review and planning.</p> <p><input type="checkbox"/> Service users and carers involved in service re-design</p> <p><input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <b>5.5.3 The PCT will actively seek and support the participation of expert patients in reviewing, planning and re-engineering services</b></p> <p><input type="checkbox"/> Evidenced in plans, minutes and service specifications.</p> <p><input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <b>5.6 Active partnership with local authority</b></p> <p><input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <b>5.6.1 Involvement in LSPs</b></p> <p><input type="checkbox"/> Membership and active participation</p> <p><input type="checkbox"/> Assessment of impact of LSPs on Commissioning</p> <p><input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <b>5.6.2 Joint agreed structures for delivering LMR two / NHS Plan and Modernisation agenda</b></p> <p><input type="checkbox"/> Leadership Group in place with CE/Directors NHS / LA and Voluntary Sector to lead strategic direction of services</p> <p><input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <b>5.7 Exploiting external funding opportunities</b></p> <p><input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <b>5.7.1 Identifying funding streams</b></p> <p><input type="checkbox"/> Successful funding applications and new services established</p> <p><input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <b>5.7.2 Agreeing Joint bids</b></p> <p><input type="checkbox"/> Bids completed and signed off by all parties</p>

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			<b>SCORE</b>
red	amber	green	<b>5. PARTNERSHIP</b>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<b>5.7.3 Links to HImP objectives</b> <input type="checkbox"/> Assessment of bids against HImP targets
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<b>5.8 Best Value reviews</b>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<b>5.8.1 Understanding best value principles</b> <input type="checkbox"/> Discussions at Board level
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<b>5.8.2 Consider best value as part of joint working</b> <input type="checkbox"/> Agreed review process for key service areas
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<b>5.8.3 Joint review with Local Authorities</b> <input type="checkbox"/> Carrying out reviews under best value principles
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<b>5.9 Health Act flexibilities</b>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<b>5.9.1 Partnerships to utilise expertise and capacity</b> <input type="checkbox"/> Contracts <input type="checkbox"/> Development Strategy in private sector to meet PCT goals <input type="checkbox"/> Rules of engagement, agreed common goals
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<b>5.10 Private sector partnership</b>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<b>5.10.1 Partnerships to utilise expertise and capacity</b> <input type="checkbox"/> Contracts <input type="checkbox"/> Development Strategy in private sector to meet PCT goals <input type="checkbox"/> Rules of engagement, agreed common goals
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<b>5.11 Education</b>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<b>5.11.1 Meeting current and planning jointly for future workforce needs with education sector</b> <input type="checkbox"/> Education contracts and curriculum approved <input type="checkbox"/> Links to workforce planning
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<b>5.12 Sports and leisure</b>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<b>5.12.1 Effective Communication of health messages</b> <input type="checkbox"/> Delivery agreements with local sports and Leisure clubs <input type="checkbox"/> Use of resources and facilities outside NHS
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<b>5.13 Pharmaceutical industry</b>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<b>5.13.1 Developed Managed approach towards products and developments</b>

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red	amber	green	
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## 5. PARTNERSHIP

- Rules of engagement, agreed with common goals
- Specific projects agreed and implemented in partnership
- Shared protocol development



### 5.14 The PCT enables and empowers the N,MW&HV workforce to work across organisational and professional boundaries to plan and deliver effective care and public health programmes

- |                          |                          |                          |
|--------------------------|--------------------------|--------------------------|
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
|--------------------------|--------------------------|--------------------------|

#### 5.14.1 Practical measures are in place that remove the barriers to partnership working for nurses such as single assessment, shared information systems and pooled budgets

- |                          |                          |                          |
|--------------------------|--------------------------|--------------------------|
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
|--------------------------|--------------------------|--------------------------|

#### 5.14.2 All N,MW&HVs who work in the PCT have the opportunity to acquire skills and knowledge to work in partnership

- |                          |                          |                          |
|--------------------------|--------------------------|--------------------------|
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
|--------------------------|--------------------------|--------------------------|

- N,MW&HVs are participating in multi-agency and multi-disciplinary teams and initiatives to deliver NSF's (particularly Older People and Mental Health), family support and initiatives such as Sure Start, National Healthy Schools, Child Protection and Free Nursing Care
- N,MW&HVs posts are in place that straddle organisational boundaries
- N,MW&HVs are participating in multi-professional and multi-agency education and training
- The lead and PEC nurses participate in the Local Strategic Partnerships and other inter-agency planning teams
- N,MW&HVs work at neighbourhood level with multi-agency partners to identify needs and plan services
- GP employed and PCT employed nurses undertake joint CPD and work together, planning, co-ordinating patient care, public health and service provision







## Summary

### 5. PARTNERSHIP

red amber green	
<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<b>5.1 Joint development</b>
<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<b>5.2 Joint planning arrangements incl.JIP</b>
<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<b>5.3 Joint working</b>
<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<b>5.4 Added value of voluntary sector</b>
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<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<b>5.8 Best Value reviews</b>
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